

5.12 Anti-Racism:Where Do I Start?

Wed, 3/9 9:51AM 19:41

SUMMARY KEYWORDS

episode, kiddos, first name basis, people, racism, critical race theory, episodes, friends, great starting place, starting, race, bias, children, anti, link, journey, racist, listening, caregivers, thought

SPEAKERS

Jasmine Bradshaw

J Jasmine Bradshaw 00:00

You're listening to the First Name Basis podcast, Season Five, Episode 12: "Anti-Racism. Where Do I Start?"

J Jasmine Bradshaw 00:14

Teaching our children to be inclusive and anti-racist starts with us within the sacred walls of our home. First Name Basis is designed to empower you with the confidence you need to be a leader in your family and a change maker in your community. Together, we will wrestle with hard questions and use the answers to create the world we want: a world that reflects our values of inclusion, compassion, and courage. I'm your host, Jasmine Bradshaw, and I am so excited to be on this journey with you.

J Jasmine Bradshaw 00:50

Hello, First Name Basis fam. I am so glad you are here. This week, we are actually on spring break. So I'm going to be taking some time with my family to relax with my kiddos. But I still wanted to share some thoughts and ideas with you about this anti-racist journey that we are all on together. So today we're going to be talking about where to start when you're really just getting into anti-racism. And I know that a lot of you are probably thinking, "Oh my goodness, Jasmine, we've been doing this for years together now." And wondering why I would be making this episode. Well, I've heard from so many of you who have been doing this for a while that you have friends or family members who really are just starting out and you want to point them in the right direction. Or sometimes I'll get people who find me on Instagram and they'll send me a message that says, "Where do I start?" Like, we've done so much and had so many episodes that at this point, they're feeling a little bit overwhelmed about where to get started. So I wanted to have a place where I could just say, "Start here." Or if you have someone in your life that you know, you can just send this episode off to them and say, "Start here. Start now, start today." So "Anti-Racism: Where Do I Start?" We're going to be going over a few of my favorite episodes that can get you started on this journey.

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Jasmine Bradshaw 02:14

Before we do that, I want to enlist your help on something. So I really want to make an episode that is all about bias and about how our children pick up on things and develop biases without us even noticing. So I think I'm gonna call it "Copycat Kiddos." Our communications director, Whitney, came up with that, and I thought it was so cute. But I noticed that the other day when I was on a walk in my neighborhood, and as many of you know, I live in Arizona. It's not my favorite place in the world. I don't super love my neighborhood, and I thought to myself, "Okay, I'm going to go on this walk, and I'm going to be so kind and friendly to anyone I see." I think the problem is that I just know too much about people's political beliefs and affiliations around here that I just have a hard time. So I was like, "I'm gonna be so kind. I'm just" and it's not like I go out and I'm rude to people. I just usually don't say much. So I thought, "I'm going to talk to everybody I see. I'm going to say, 'hello,' and I'm going to say, 'Happy Friday,'" because it was a Friday afternoon. So I packed my kids in the stroller. We're out in the neighborhood. I said, "Hi, happy Friday!" And a lot of people were kind of surprised, like, "Why are you talking to me?" but it was fine. They were kind back to me. And I didn't really think much of it. I just was like, "Yeah, this is something I'm doing." Then later on that night, I got home, I made dinner, we're sitting around the table eating, and there was a lull in the conversation. It was just kind of quiet. And my daughter Violet, she's four, she turned to my husband and she goes, "Hey, Dad, happy Friday." And we were all laughing. And my husband was like, "Happy Friday to you, too," and then I explained to him about the walk. And it just was such a really clear illustration to me that our kiddos are listening and picking up on the things that we're doing, even if we're not telling them about it, even if we're not saying it directly to them. It just was like, "Oh my gosh, like look at how she's soaked that in and incorporated it into her life within just a few times of hearing me do it out in public." So I would love it if you could submit a story of your copycat kiddo. It can be something that you said that they copied or it can even be something that you did. I have other stories about things that I've done that I didn't even notice, like mannerisms or just grabbing certain things a certain way, and I see my kids doing it and realize, "Oh my gosh, they are learning this from me, whether I like it or not, whether it's a great thing, or it's a not so great thing." So will you share a copycat kiddo story with me so that I can make an episode? I want to compile all of our stories and make an episode about bias and about how our kiddos pick up on things even when we're not directly saying it to them. So if you go to firstnamebasis.org/copycat, or just click the link in the show notes, you can submit your story. It's just a Google Form, and you just put in your info and then type up your little story, and I will read it on the show. I'm super excited about this. I hope that you'll submit a story, because I can't wait to read them. I'm sure they're going to be hilarious. I just...little kids are so stinking funny. So if you have a story, go to firstnamebasis.org/copycat or click the link in the show notes. And this is due on March 18. So submissions will close on March 18 of 2022. I will close down the Google Form so that I can start making the episode. All right, I'm so excited to hear your stories, please, please, please submit.

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Jasmine Bradshaw 05:46

Okay, so "Anti-Racism: Where Do I Start?" So usually when I get that message, or I get an email from somebody about where to start, when it comes to First Name Basis, I like to point them in the direction of three specific episodes. So that's what I'm going to share with you today. But first, I want to tell you a little bit about First Name Basis, because I also heard from somebody that they were like, "I love the name, but I'm wondering about how you came up with it." So

Carter and I, when we are thinking about starting First Name Basis, we had a lot of different names, and they were so bad. Like, I was just laughing with him the other day about how bad these names were, like one of them was, we wanted, I don't even want to tell you. We were gonna call it "Mix Well," like when you're baking something, like something delicious, and you have all of these different ingredients, and you put them together. And then it says "mix well." Like we were going to call it "Mix Well." What? That's so bad! Anyway, the mission of First Name Basis is to give parents and caregivers the tools that they need to raise anti-racist kiddos and families. So we are here to give you what you need to be anti-racist in your home and in your community, and especially to teach that to your children. So when I was doing a lot of research about what I would want for this podcast, or this company, and how we were going to do it, I kept coming across this information about bias. Like I was just saying, the research shows that children begin to develop racial prejudice before they're even in preschool. But the research also shows that getting on a first name basis with those who are different from you helps you break down those biases and move toward inclusion. So basically, I'm sure you've heard Brene Brown say, "People are hard to hate up close." The science really does back that up. And when you know someone on a first name basis, it really helps you start to understand their life experience in a way that will give you a perspective that's different from your own, and help you understand why it's important that you make policy changes, that you make organizational changes. So the first name basis piece is the very first step. Research shows that knowing loving and understanding people who are different from you really does help move the needle forward when it comes to correcting biases.

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Jasmine Bradshaw 08:06

But as we know, racism is a systemic issue. So we need to take those relationships that we form with people and work together in solidarity so that we can change the systems that are hurting marginalized communities. I have had tons of experiences where people have told me, "Oh, wow, I've never thought about that issue" Or, "I've never thought about it in that way until I had a friend who was blank, until I had a friend who was Muslim, until I had a friend who was an immigrant, until I had a friend who was Black," right? Because being on a first name basis with someone and understanding the privileges that you hold, and how they affect your life and how other people haven't had access to the same opportunities that you have, can really help move you forward in this work. And please hear that I'm not saying to tokenize. I'm not saying you're going to have a checklist of "Oh, this is my Indigenous friend. Check." Absolutely not. That is not what I'm advocating for. I'm just saying that when you have deep, meaningful connections with people who are true friends, I'm talking about people that you hang out with and do things with. Yes, you might talk about race and hard issues, but you're also like having a barbecue with your families and going out together and enjoying the world. That is a first name basis. That is what it's all about. And I have so many people say to me, "I didn't realize that until I knew this person in my life." And I'll just respond to them, "See? First Name Basis." So that is where the name came from. That is what we're all about. We want to give you the tools that you need to teach your kiddos about anti-racism both in your home and in your community.

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Jasmine Bradshaw 09:45

Now I have to tell you that here at First Name Basis, we have two different types of episodes. The first type of episode is to give you, as a parent or a caregiver or a teacher, the foundational knowledge about race and racism that you need so that you're prepared to teach children,

because we cannot teach our children something that we do not understand ourselves. So whenever someone says, "Where do I start?" I usually try to tell them, "You need to start with yourself." We cannot ask kids to do something that we are not willing to do as adults. So that is the first type of episode. The kind that gives you the information that you need as an adult. The second type of episode that we have are episodes that give you very concrete tips for talking to your children about race and racism. So there are some episodes that you'll see that are all about a topic that are just giving you information that you need to understand, and then there are others that are specifically about, "Okay, how do we take this information that we know and teach it to our kids?" So when you're thinking about where do I start on this antiracist journey, I'm going to give you two foundational episodes that are for parents and caregivers to build their knowledge, and I'm going to give you one episode that is specifically about how to talk to your kids about race issues. So the first episode that I would recommend you start with is "Racism 101." In this episode, I cover what race is and where it came from, because race is a social construct. It is not based in science. Humans invented race. And then I talk about what racism is, and what are the different types of racism are, and what it looks like, and how you spot it in your life. And I give some ideas about how you can combat racism in your everyday life. So that is the first episode: "Racism 101." And of course, I will link all of these episodes in the show notes, so that you don't have to be scouring the internet for them; they'll be right there at your fingertips. And like I was saying, "Racism 101" is definitely a foundational episode for caregivers and parents, but I would add that if you have a high schooler, like a teenager or an older kiddo, I would definitely listen to the episode with them. Maybe listen to it on your own first, and think about the discussions you want to have, and then listen to it together. But that's definitely something you can do with one of those foundational episodes.

J Jasmine Bradshaw 12:05

The other foundational episode that I want to point you to, the second episode, is "What is Privilege and What Do I Do With It?" In this episode, I talk about privilege and really break it down so that you understand that there are lots of different types of privilege, and that lots of different types of people hold different types of privilege. So your responsibility is to figure out what the privileges that you hold are and how you can leverage those privileges to make our society more just. And in that episode, I share the different types of privilege that I hold, and how I am working to leverage my own privilege. So I feel like it gives a really good overview. It's a great starting place. Because one of the biggest questions that people have when they're thinking about anti-racism is, "I don't understand privilege. It makes me feel uncomfortable. I don't know what to do about it." And so they just kind of throw their hands up and leave the conversation. So I know that this episode will answer a lot of questions for you if this is something that you are confused about.

J Jasmine Bradshaw 13:10

All right, the third episode that I want to share with you is an episode where I give you concrete tools and tips for how to talk to your children. This episode is called "Oh No! My Child Said Something Racist!" So I made this episode because I was hearing from parents, "Okay, you're giving me a lot of tools about how to be proactive, but what happens, what do I do when my child says a racist thing? I just feel totally frozen and I'm not sure how to respond." So in this episode, "Oh No! My Child Said Something Racist!" I cover the Five Bs. The Five Bs is a framework that I created to help you respond in situations like this. The first is Be Proactive,

then Be Calm, Be Curious, Be Clear, and Be Reflective. So if you tune into that episode, you will hear me explain all of the Five Bs and how you can go through that process to try to repair the harm that was done by your child if they said something that was racist. And the amazing thing about this episode is that I've heard from you. I've heard from people in our First Name Basis family, who told me that they've used this Five Bs framework, and it's really helped them. Now I do want to point out that there are lots of different ways that you can respond. This is I love my friends from Fhe Faithful Feminists. They always say, "We're not giving you the way. We're just giving you one way." And the Five Bs is a framework that I created. It's one way; it's not the way. But I have heard from people that it can be really helpful in these situations.

J Jasmine Bradshaw 14:41

So I know that I told you I was going to give you three episodes, but I actually want to give you a fourth. I want to give you a little honorable mention episode. If you are just killing it, you're super eager, and you want to keep going, the other episode that I would recommend you starting with is called "Critical Race Theory in Schools." And this episode, of course, you can imagine I made it because Critical Race Theory is having a moment right now, and I'm sure it will for a very long time. People are confused about what Critical Race Theory is. So in this episode, I break down what Critical Race Theory is, I dispel very common myths that I've heard and seen about Critical Race Theory, and I talked about what it looks like in schools and what I think we should do about it. So "Critical Race Theory in Schools" is another great episode, and I will link that in the show notes.


J Jasmine Bradshaw 15:30

Okay, I think you have a great starting place. And I hope that if you have been on this journey for a while that you will share this episode with someone who needs it, someone who is just starting out. And the last thing that I wanted to tell you about is we have a free download for you. So if you are listening to these episodes, you're jiving with the information, and you're feeling like you want to start talking to your kiddos, we have what's called the Race Talk Roadmap. Our Race Talk Roadmap is your first three steps for talking to your children about race and racism. So what you can do is you can get this free resource, and it will guide you through this conversation with your children. And the amazing thing is that we have made one for younger children and one for older children, because you want to make sure that you are having this conversation in a developmentally appropriate way for your kiddos. So if you have younger kids or older kids, we have a Race Talk Roadmap for you. It's the first three steps that you need to take on this journey when talking to your kids about race. So you can download that at firstnamebasis.org/racetalk. We will send it right into your inbox. Or of course, you can just click the link in the show notes. And one thing that I have to say about the Race Talk Roadmap is that it is so beautiful. I mean, obviously it has amazing information, but it is seriously so cute. You're going to want to have this free resource in your toolbox.

J Jasmine Bradshaw 17:03

Alright, fam, that is all I have for you today. Please don't forget to submit your Copycat Kiddo stories, firstnamebasis.org/copycat. Submit those by March 18 so that I can include your story in the episode that I'm making about bias. I can't wait to read them. And if you are also on

spring break, I hope you have a fantastic and safe spring break. And we will be back next week with an interview that I did with Dr. Gabriel Cruz. He is an expert in white supremacist rhetoric, and he is going to be teaching us all about the term "white passing" and the term "white presenting," which I'm sure that if you have a multiracial kiddo, you are familiar with that terminology. And if not come and learn about it. Okay, my friends, I love you so much, and I will talk to you next week.

 Jasmine Bradshaw 17:56

My friends, thank you for being here. I hope you can feel how much I believe in you, and how deeply I know that when we work together, we can make real change in our communities. Any of the books, podcasts, or articles that I reference will be linked in the show notes. If you are looking for more detailed notes, be sure to head over to our Patreon community. On our Patreon site. I provide all of the outlines that I use to make the episodes and everything is linked there. So you don't have to take furious notes while you are listening. And don't forget to join us over on Instagram at [firstname.basis](https://www.instagram.com/firstname.basis). If you're interested in partnering with First Name Basis or doing some kind of collaboration, please email us at hello@firstnamebasis.org. All right, have a great week my friends, and I will talk to you again soon.